

The skills that a CNRS researcher (CRCN) is advised to develop during the first few years after appointment

Skills specific to their research activity

- ☐ Design and implement a medium and long-term research strategy
- ☐ Learn to use the tools essential to their work
- ☐ Write scientific articles effectively and within a reasonable time
- ☐ Develop a network of collaborations at local, national and international levels

Skills relating to training and research awareness

- ☐ Become familiar with solutions and practices for implementing open science
- ☐ Organise their own mobility or that of their colleagues
- ☐ Keep abreast of the work of the leading research teams in their field
- ☐ Be included in reviewer pools for major journals in their academic community

Skills relating to communication and the promotion of their work

- ☐ Drafting activity reports (annual activity report and reports at the start and midway through the funding cycle, as required by the relevant CoNRS section)
- ☐ Communicate clear messages tailored to different audiences
- ☐ After supervising one or two PhD theses (with an HDR exemption), prepare for and take the Authorization to supervise research (HDR) without undue delay

Skills in managing project-based research

- ☐ Identify suitable funding sources for each project
- ☐ Write research project proposals and coordinate their implementation
- ☐ Identify the appropriate administrative and technical contacts at each stage of a project's implementation
- ☐ Successfully recruit staff as part of funded research projects

- ☐ Successfully recruit students for internships or PhD candidates
- ☐ Understand how Doctoral Schools (EDs) operate and become involved in their training programmes

Interpersonal and management skills

- ☐ Effectively supervise students and PhD theses
- ☐ Recognise the different roles and perspectives of colleagues, whether they are researchers, engineers or technical staff, and manage professional relationships accordingly
- ☐ Strike a balance between the time and effort devoted to funding applications, research activities and communicating research findings, while maintaining a sustainable workload
- ☐ Strike a balance between individual work and work for the collective good
- ☐ Facilitate meetings to harness the collective expertise of participants
- ☐ Effectively coordinate and engage a network of collaborators